



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Benefit Structure for General Services Unit

MEETING DATE: December 18, 1991

PREPARED BY: Assistant City Manager

RECOMMENDED ACTION: The City Council direct the City Manager to implement the following benefits for members of the General Services unit.

- 1) Establish a flexible spending account to conform to IRS regulations to be used for premium contributions, dependent care and/or unreimbursed medical payments for unit members.
- 2) Effective January 6, 1992 City contribute 525.00 per pay period to deferred Compensation account of any member who does not have dependents covered under the medical insurance plan.
- 3) Effective January 6, 1992 the City will contribute an additional \$100 per month (\$46.15 per pay period) to any employee who has medical insurance from another source and does not need coverage from the City.
- 4) Effective January 1, 1992 only one family member may carry employee and dependent coverage of City sponsored medical insurance.
- 5) Effective January 1, 1992 broaden medical coverage to include paying 80% of the first \$750 of expenses for chronic physical therapy care.
- 6) Effective January 1, 1992 the co-payment for prescription coverage will increase to \$10.00 and the plan will be in accordance with Foundation Health Drug Program RxL attached hereto.
- 7) Effective January 1, 1992 the vacation accrual schedule will be enhanced for those employees with 12, 13, and 14 years of service to 17 days accrual per year.

APPROVED _____

THOMAS A. PETERSON



recycled paper

8) If an employee has had jury duty of six hours or more during a 16 hour period immediately preceding the beginning of or following the end of his/her regular work hours on a work day, he/she will be given a rest period of six consecutive hours.

9) If an employee is required to report for prearranged work on a non-work day or holiday, he/she will be paid the overtime rate for actual hours worked with a minimum of 3 hours.

10) A retiring employee will be able to choose a cash pay-off of accumulated sick leave at the rate of \$.30 on the dollar.

11) Employees will be able to use family sick leave for parents or children not residing with the employee.

12) The grievance procedure will be that enjoyed by Maintenance and Operators unit with the exception that the grievant may select one member of the Board of Review hearing the grievance.

13) SJPEA will have the right to use City facilities for union meeting subject to advance notice and availability.

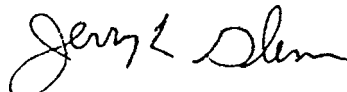
14) Effective July 8, 1991, an incentive program for subprofessional engineering positions will be implemented to pay (923.08 per pay period) for the following certificates:

- a) Engineer-in-training
- b) Land-Surveyor in training
- c) Land Surveyors License

BACKGROUND: Negotiations with the General Services unit have collapsed. Your staff has been negotiating with that unit since May, the State Mediator has been called in to no avail, even after he left we continued to meet with the employees group, after they appeared before the City Council to explain their frustrations and feeling we again met, on November 29th the negotiating teams put together a package of salary and benefits which represented the City's best offer. On Monday evening December 9, 1991 the General Services unit rejected that offer.

The Council has indicated that they want to implement the package of benefits that were offered to the General Services unit. The aforementioned list are those items that the city last placed on the table and it is recommended the City Council direct the City Manager to implement those items.

FUNDING: Operating Reserves



Jerry L. Glenn
Assistant City Manager

RESOLUTION NO. 91-236

A RESOLUTION OF THE LODI CITY COUNCIL
DIRECTING THE CITY MANAGER TO IMPLEMENT A
BENEFIT STRUCTURE PACKAGE FOR THE GENERAL SERVICES UNIT

BE IT RESOLVED, that the Lodi City Council does hereby direct the City Manager to implement the following benefits for members of the General Services Unit:

- 1) Establish a flexible spending account to conform to IRS regulations to be used for premium contributions, dependent care and/or unreimbursed medical payments for unit members.
- 2) Effective January 6, 1992, the City will contribute 525.00 per pay period to the deferred compensation account of any member who does not have dependents covered under the medical insurance plan.
- 3) Effective January 6, 1992, the City will contribute an additional \$100 per month (\$46.15 per pay period) to any employee's deferred compensation account who has medical insurance from another source and does not need coverage from the City.
- 4) Effective January 1, 1992, only one family member may carry employee and dependent coverage of City sponsored medical insurance.
- 5) Effective January 1, 1992, broaden medical coverage to include paying 80% of the first \$750 of expenses for chronic physical therapy care.
- 6) Effective January 1, 1992, the co-payment for prescription coverage will increase to \$10.00 and the plan will be in accordance with Foundation Health Drug Program RxL, attached hereto.
- 7) Effective July 1, 1991 the vacation accrual schedule will be enhanced for those employees with 12, 13, and 14 years of service to 17 days accrual per year.
- 8) If an employee has had jury duty of six hours or more during a 16 hour period immediately preceding the beginning of or following the end of his/her regular work hours on a work day, he/she will be given a rest period of six consecutive hours.
- 9) If an employee is required to report for prearranged work on a non-work day or holiday, he/she will be paid the overtime rate for actual hours worked with a minimum of 3 hours.

10) A retiring employee will be able to choose a cash pay-off of accumulated sick leave at the rate of \$.30 on the dollar.

11) Employees will be able to use family sick leave for parents or children not residing with the employee.

12) The grievance procedure will be that enjoyed by Maintenance and Operators unit with the exception that the grievant may select one member of the Board of Review hearing the grievance.

13) SJPEA will have the right to use City facilities for union meeting subject to advance notice and availability.

14) Effective July 8, 1991, an incentive program for subprofessional engineering positions will be implemented to pay (\$23.08 per pay period) for the following certificates:

- a) Engineer-in-training
- b) Land-Surveyor in training
- c) Land Surveyors License

15) Effective the Quarter beginning July 1, 1991, modify the uniform allowance as follows:

o	Animal Control Officer	\$125/Quarter
o	Asst. Animal Control Officer	\$125/Quarter
o	Parking Enforcement Assistant	\$75/Quarter
o	Meter Reader	\$75/Quarter

16) Increase tuition reimbursement to \$300 per fiscal year.

Dated: December 18, 1991

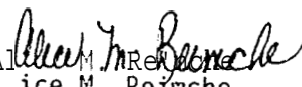
=====

I hereby certify that Resolution No. 91-236 was passed and adopted by the Lodi City Council in a regular meeting held December 18, 1991 by the following vote:

Ryes: Council Members - Pennino, Sieglock, Snider and
Pinkerton (Kayor)

Noes: Council Members - None

Absent: Council Members - Hinchman


Alice M. Reimche
City Clerk

91-236

-2-

RES31236/TXTA.02J



ADDITIONAL BENEFITS

.....

Prepaid Prescription Drug Program RxL

Copayment

\$10 copayment per prescription (limited to a 30-day supply unless medically necessary). \$5 copayment per prescription per month received via mail order (limited to a 90-day supply and 90-day minimums).

Covered Services and Supplies

The provisions of the Agreement notwithstanding, Foundation will provide Members with Outpatient prescription drugs subject to the following Conditions:

1. Drugs and medications must be ordered by a Participating Provider and obtained at a Participating Pharmacy.
2. Covered drugs and medications include:
 - a. Drugs which may be dispensed only with a written prescription of a physician in accordance with applicable state laws.
 - b. Insulin for the treatment of diabetes.
 - c. Hypodermic syringes and/or needles required for the injection of insulin in the treatment of diabetes.
 - d. Oral contraceptives.
 - e. A maximum of two inhalers per prescription may be obtained at one time.
3. The amount of medication provided by a pharmacist when filling a prescription will be limited to a 30 day supply. Subject to Prior Authorization, a larger supply may be provided where Medically Necessary.
4. The amount of medication provided by a pharmacist filling a mail order prescription will be limited to a 90 day supply and subject to a minimum 90 day supply.

5. The pharmacist will substitute generic drugs and medications for brand name drugs and medications where not medically contraindicated. If a brand name medication is prescribed by the prescribing physician or requested by the Member, and a generic medication is available, the Member shall pay the cost difference between the brand name and the generic in addition to the copayment.
6. Except for inhalers, referenced above, "pre-packaged" drugs or medications which are packaged in standardized containers from a prescription drug manufacturer shall not be dispensed in more than one standardized container per prescription.

Exclusions and Limitations

The Outpatient prescription drug benefits described above are subject to the following exclusions and limitations:

1. Drugs or medications purchased prior to the effective date of the Member's coverage under this Outpatient prescription drug benefit.
2. Drugs or medications dispensed after termination of the Member's coverage.
3. Patent or over-the-counter medicines, or medicines not requiring a written prescription order.
4. Medical or surgical appliances or Durable Medical Equipment.
5. Injectable medications except for insulin
6. Hypodermic syringes or needles except for the administration of insulin.
7. Oxygen and oxygen supplies.

8. Cosmetics, health or beauty aids, dietary supplements, appetite suppressants or any other diet drugs or medications.
9. Vitamins and vitamins in combination with fluoride or minerals (e.g., Tri-Vi-Flor, Materna 1-60). Note: vitamins which by law require a prescription (e.g., vitamin K) are a benefit, provided they are dispensed as a single item and not in combination with vitamins classified as "over-the-counter" drugs.
10. Prescriptions not written by a Participating Provider or prescriptions not supplied by a Participating Provider, except in the case of an emergency.
11. Any prescriptions which provide more than a 30 day supply, unless otherwise Medically Necessary (90 day supply when using mail order).
12. Any "prepackaged" drugs or medications which are dispensed to a Member in more than one standardized container per prescription.
13. Any "brand name" drugs or medications, unless generic substitutes are unavailable or medically contraindicated.
14. Drugs or medications dispensed in connection with any conditions coming within the exclusion or limitations listed in the Agreement. This benefit is intended to provide prescription drugs on an Outpatient basis as a supplement to basic drug coverage provided on an Inpatient basis under the Agreement; it is not a supplement to provide coverage for all drugs under all circumstances.
15. Covered drugs are limited to those drugs specified in Foundation's published Formulary, a copy of which is available for review.